JOIN FOR JOY ANTI-MONEY LAUNDERING POLICY

Join for Joy is committed to ensuring the highest standards of integrity and transparency in all financial transactions and operations. Our anti-money laundering policy is designed to prevent, detect and report money laundering, terrorist financing, and other forms of financial crime. This policy is in accordance with Dutch and international legislation, including the obligations arising from the CBF certification and the ANBI status. The policy below has been approved by the Join for Joy Board of Directors. All employees, volunteers and partners of Join for Joy are obliged to adhere to this policy.

This policy reflects Join for Joy's commitment to maintain strong integrity and transparency in all its activities, and to contribute to global efforts to combat financial crime.

Financial Reports

We receive quarterly financial reports from the countries in which we operate. These reports provide a detailed overview of expenditure and enable accurate financial monitoring and accountability.

Independent Accountant Checks

Every year, Join for Joy undergoes an independent accountant check in the Netherlands and all our partners and in-country entities do the same. This ensures that our financial reporting and fund management meet the highest standards of transparency and accuracy.

CBF Quality Mark and ANBI Checks

Join for Joy has the CBF certification and ANBI status. Regular checks by these authorities ensure that our organisation continuously meets the set industry standards.

Periodic Transfers

Transfers to our partner organisations are made in four annual batches, based on prior approved budget. This reduces the risk of mismanagement and facilitates better control of resources.

Secure Transfers

All transfers are made directly to the bank accounts of our partner organisations or offices and never to individuals. This provides an extra layer of security and prevents unauthorised use of the funds.

Separate Financial Departments

Our partner organisations have separate financial departments that are responsible for the management and reporting of funds received, which contributes to transparent and reliable financial management.

Local Offices and Transparency

Join for Joy has its own offices in Zambia and Malawi. In Zambia we have our own bank account in the name of Join for Joy and an independent accountant carries out the financial checks. In Malawi we are currently in the start-up phase of our new office and will soon open our own bank account. This local presence ensures increased transparency and supervision of financial transactions.

Limitation of Cash Payments
Our policy is that as few cash payments as possible are made in the intervention countries. This minimizes the risk of theft, misuse and incorrect accounting of funds, and contributes to more transparent financial management.

Compliance with Legislation
In accordance with Dutch and international law, banks are obliged to assess customers for possible money laundering, terrorist financing, violations of (international) sanctions and other indicators of financial crime. Our financial transactions are continuously monitored and meet the highest standards of integrity. The CBF Recognition that Join for Joy possesses is highly appreciated by banks.

Code of Conduct
Join for Joy works with a Code of Conduct that sets out guidelines regarding financial transactions. This code forms the basis for our integrity standards and the ethical management of funds.

Monitoring and Evaluation
Join for Joy periodically evaluates the effectiveness of the anti-money laundering policy and applies improvements where necessary. Regular training and awareness sessions are held to ensure that all employees are aware of the latest guidelines and obligations.

Sanctions Screening of Countries, Persons and Companies
Join for Joy takes the following measures to ensure that no cooperation or financial transactions take place with sanctioned countries, individuals or companies:

<u>Due Diligence Procedures</u>: Extensive due diligence is carried out for each new partner organisation. This includes background checks, financial assessments and verification. All partner organisations share their organisation financial statements and audits on an annual basis.
<u>International Payments:</u> All international payments are checked by our team before they are processed according to the "4 eyes principle". This team verifies that the payment is correct.
<u>Sanctions risk screening</u>: to assess our exposure to sanctions risk, we periodically undertake a sanctions screening for the countries we work in and the entities we work with to determine whether they appear on any relevant sanctions lists.
We do this by:

- Maintaining a list of all current partners in the countries in which we work and cross reference these with global sanctions lists issued by the UN and EU.
- We also assess our geographic exposure by understanding the potential sanctions risks associated with the specific countries in which we work.
- As the countries in which we work remain relatively consistent and we have worked with our partners for numerous years, we undertake the screening process every 6 months.

<u>Training and Awareness:</u> Our employees are trained in recognising and acting on international sanctions. This includes understanding the consequences of violations and the procedures for reporting suspicious activity.
<u>Collaboration with Banks and the accountant</u>: Although our bank RABO BANK is obliged to assess customers for compliance with sanctions, we also work closely with our accountant to ensure that all our transactions meet the highest integrity standards. We share information and reports with our accountant to proactively manage potential risks.
<u>Reporting:</u> We have appointed a safeguarding focal point for employees, partners and other stakeholders to report suspected non-compliance or suspicious activities (anonymously).

These measures reinforce our commitment not to cooperate with sanctioned entities and to comply with international regulations and sanctions.

Contact information
For questions or reports regarding this policy, please contact: report@joinforjoy.net
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